



EEOC: A Rise in Employment Discrimination Charges

The EEOC reported more than 75,000 employment discrimination complaints filed last year with the federal agency alone, not to include state and local agencies. Many of these charges will escalate to a civil lawsuit filed by a complainant, especially if the charge is not dismissed by the agency. The average number of employment related lawsuits filed per year has grown to over 30,000. Both large and small businesses are included in these lawsuits and a majority of the suits filed are against companies with less than 100 employees.

How does a small company protect itself from becoming a party to this type of lawsuit?

It's to the advantage of company leaders to prohibit discrimination in the workplace by setting and enforcing company policies and procedures equally, including an Equal Employment Opportunity Policy. However, even with good employment policies in place, companies are not immune from charges of employment discrimination.

The best defense against these charges and potential litigations, once a charge has been filed against your company, is to conduct a thorough investigation into the allegations mentioned in the charge, gather the relevant facts and documentation, and submit a comprehensive response to the charge. A dismissal of the charge can relieve your company of a potentially time consuming and costly experience.

An expert in the EEOC field can assist you with the necessary steps in responding to a charge of employment discrimination, resulting in a quick dismissal of the charge. Let ***GHG Associates*** guide you through this process and prepare a strong defensive response for your company.